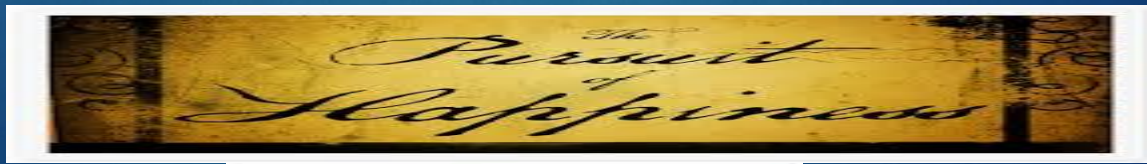


# Work-Life Balance, Wellness, & The Pursuit of Happiness

Lucky Jain

*27<sup>th</sup> Annual NICHD Young Investigator Conference*  
*Edgewood Resort & Spa*  
*August 21<sup>st</sup>, 2015*



# Disclaimer

**I am one of you! Not  
an expert in the  
Pursuit of Happiness,  
or a professional  
motivational  
speaker....**



**Medical career  
spanning 4 decades,  
replete with the usual  
ups and downs (and  
burnouts!),  
until.....**



# February 2011

## An Event.....!





# February 2011

## An Event that changed many things!



# Post MI Blues

- ▶ Surrounded by friends and family
- ▶ Worries about post CPR issues
- ▶ Book project: Death
- ▶ Time to contemplate
- ▶ Time to change



# What Do I Do Now?





# Goal for Today: Create Awareness!

- ▶ Burnout among physicians & other healthcare personnel is common
- ▶ Strategies for prevention are available & underutilized
- ▶ We need to focus on Wellness, Career choices, Work-Life balance
- ▶ Learn from each-other





# 300-400 Physicians in the US Commit Suicide Annually

- ▶ Female MDs: 2.7 RR compared to non-MD women
- ▶ Female Nurses: Higher risk
- ▶ Higher number of women in Pediatrics and in nursing



# Nurse's suicide highlights twin tragedies of medical errors

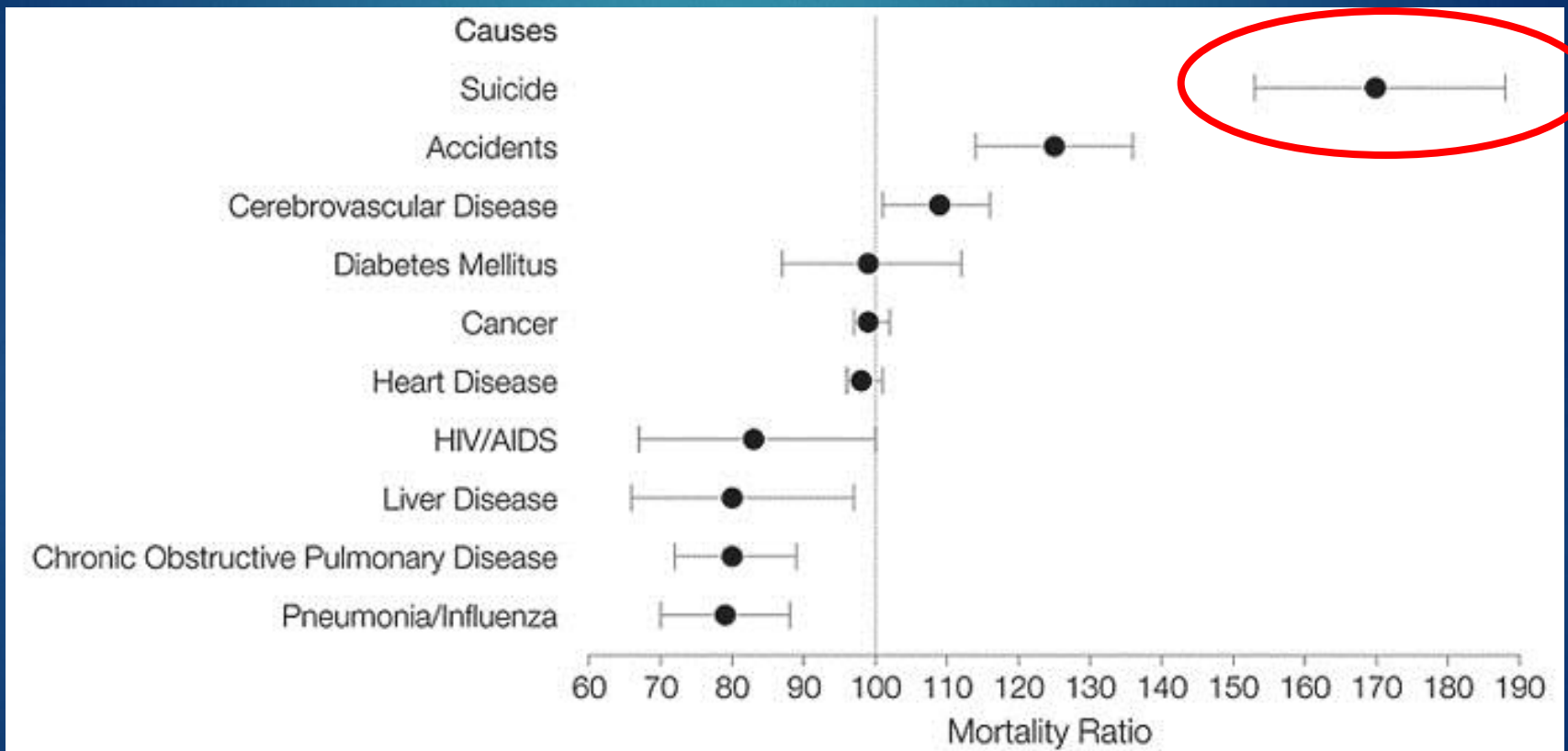
“...In Hiatt’s 24-year career, all of it at Seattle Children’s, dispensing 1.4 grams of calcium chloride — instead of the correct dose of 140 milligrams — was the only serious medical mistake she’d ever made....”



Courtesy Dr. Kurt Heiss

# Proportionate Mortality Ratio:

## Male Physicians vs Male Professionals



Courtesy Dr. Heiss

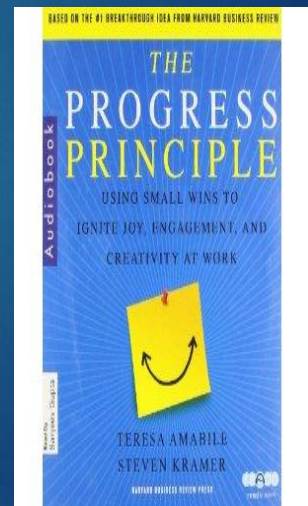


JAMA.289:3161 (2003)



# Anticipate and Prevent Burnout

- ▶ Burnout is common
- ▶ Acute events, medical errors, lawsuits take a toll
  - ▶ Guilt, consciousness, ego
- ▶ Loss of self confidence



# Burnout: The Antithesis of Wellness

- ▶ 30-50% in Pediatrics
  - ▶ Higher in Heme-onc, Neonatology, PICU, Peds Surgery
- ▶ Peaks during mid-career
- ▶ Trainees equivalent to mid-career
  - ▶ Max by Feb of Internship year



# Physician Burnout

## A Potential Threat to Successful Health Care Reform

Liselotte N. Dyrbye, MD, MHPE

Tait D. Shanafelt, MD

**D**ISCUSSIONS OF BARRIERS TO SUCCESSFUL IMPLEMENTATION of the Patient Protection and Affordable Care Act have largely focused on legislative, logistical, and legal hurdles. Notably absent from these discussions is how the health care reform measures may affect the emotional health of physicians.

Burnout is common among physicians in the United States, with an estimated 30% to 40% experiencing burnout.<sup>1</sup> Many aspects of patient care may be compromised by burnout. Physicians who have burnout are more likely

such as those expenses associated with reporting quality-based measures, will be an additional ongoing practice expense. These and other new regulations and reporting requirements (eg, requiring reporting of patient outcome data and guideline adherence for payment) will also increase the administrative burden for physicians on each patient for whom they provide care. Indeed physicians in Massachusetts report seeing more patients,<sup>8</sup> reducing the time they spend with each patient, dealing with greater administrative requirements, and experiencing a detrimental financial impact after implementation of the Massachusetts Health Insurance Reform Law.<sup>9</sup> If physicians nationally have a similar experience with health care reform, it is likely to result in increased workload that

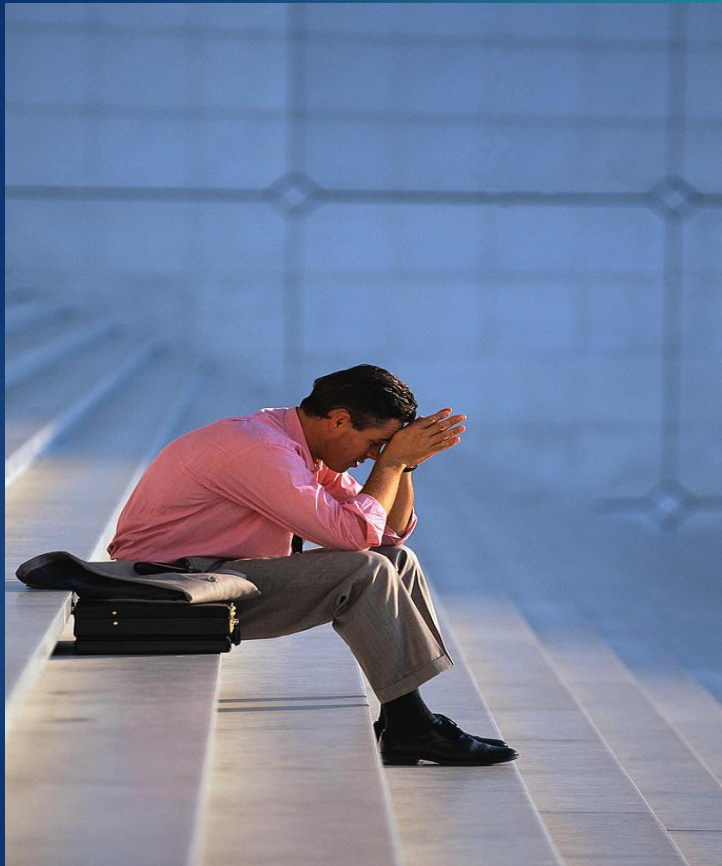
- ▶ Increased Regulatory requirements
- ▶ Autonomy, Finances
- ▶ Practice Costs, EMR, Work Load
- ▶ JAMA, May 18, 2011—Vol 305, No. 19



Courtesy Dr. Kurt Heiss



# Second Victim



Second victims are healthcare providers who are involved in an unanticipated adverse patient event, in a medical error and/or a patient related injury and become victimized in the sense that the provider is traumatized by the event. Frequently, these individuals feel personally responsible for the patient outcome. Many feel as though they have failed the patient, second guessing their clinical skills and knowledge base.



# Burnout Characteristics

## 3 General Scales

- ▶ Emotional Exhaustion
- ▶ Depersonalization
- ▶ Sense of Personal Accomplishment



Maslach Burnout Inventory

# Physician Health & Wellness



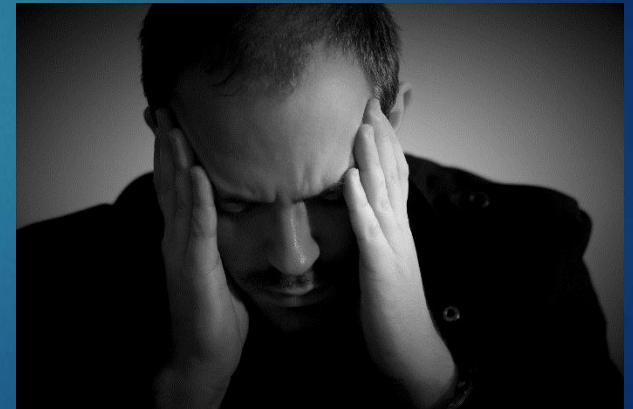
- ▶ Burnout
  - ▶ Impaired immune function
  - ▶ Inflammation
  - ▶ Increased cardiovascular risk
  - ▶ Depression
- ▶ Substance abuse
- ▶ Suicide





# Burnout Drivers

- ▶ Unrealistic endurance
- ▶ Time pressure
- ▶ Excessive work hours, lack of sleep
- ▶ Threat of malpractice suits
- ▶ Difficult patients
- ▶ Coping with death
- ▶ Unprocessed grief



# Burnout Drivers: Personal Stressors

- ▶ Financial worries
- ▶ Lack of free time
- ▶ Isolation
- ▶ Uncertainty
- ▶ Culture of silence
- ▶ Lack of stress management



# Personal Virtues Can be Double Edged!

- ▶ Compassion
- ▶ Altruism
- ▶ Perfectionism





# Formula for Happiness

- a. Individual journey
  - ▶ Not worth doing, not worth doing really well.
  - ▶ Passion & Effort
- b. Focus on self improvement
- c. Balance, personal choices, ambition
- d. Empathy, kindness and giving



# Not worth doing? Not worth doing well!



# No Passion? Think Again!



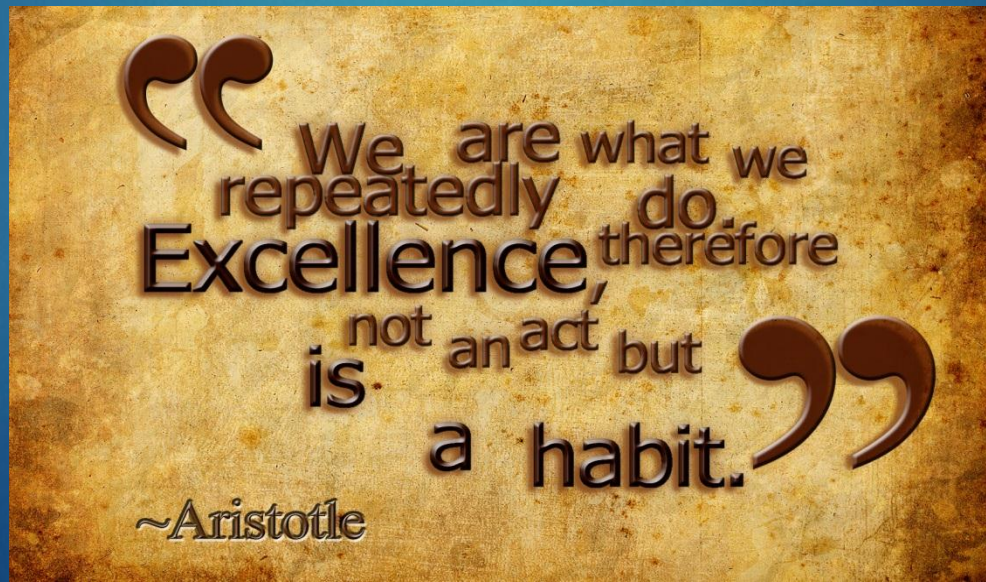


# Consistent Effort Consistent Results



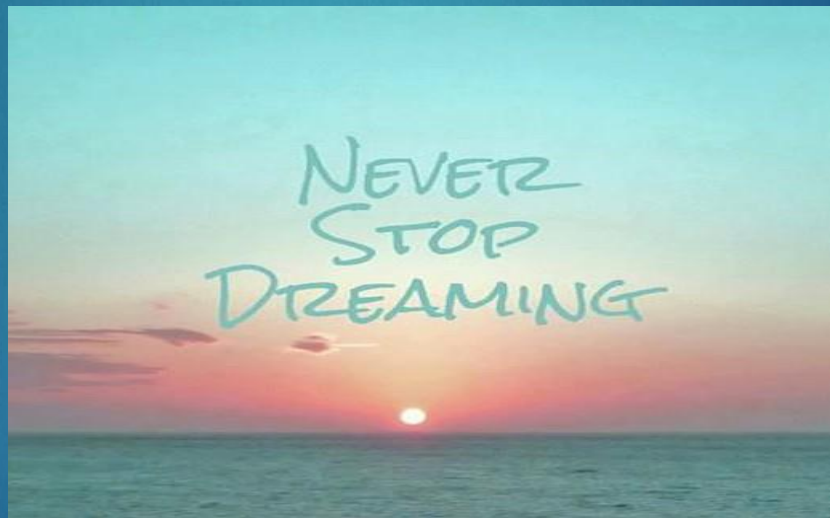
# Develop a Strong Skillset

- Differentiate yourself: Nothing is generic anymore. Excel in what you love the most. Create your own niche!



# Be a Dreamer

*When memories outgrow dreams, we grow old!*





# My Formula for Happiness

- a. Individual journey
- b. Not worth doing, not worth doing really well.
- c. Focus on self improvement
- d. Balance, personal choices, ambition
- e. Empathy, kindness and giving



# Focus on SELF

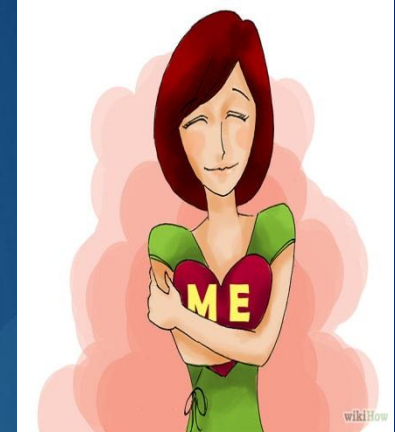
- ▶ Smart?
- ▶ Healthy?



# Focus on SELF

## ▶ Smart

- ▶ How can I get better at the jobs assigned to me?
- ▶ Am I constantly striving to improve?
  - ▶ Strategy, missions
  - ▶ Business savvy, efficient
  - ▶ CQI





# Working Smart: The Woodcutter and his Axe



# Focus on Self: Are You Healthy?



# Focus on SELF

## ► Healthy

► Physically fit?

► Mentally healthy?

► Morale

► Politics

► Confusion

► Productivity

► Happy? Understand happy?

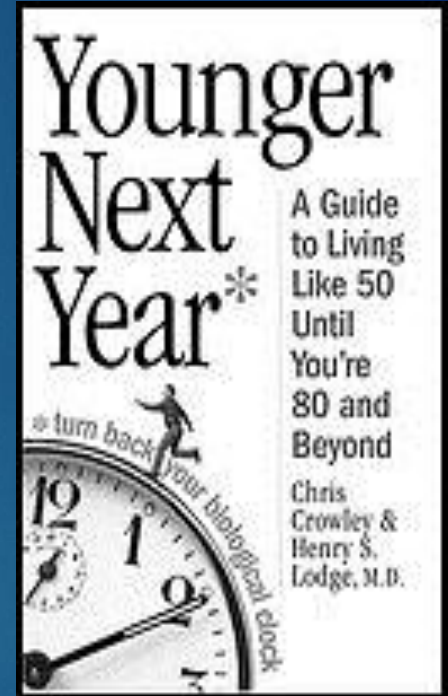




# Are You Healthy?

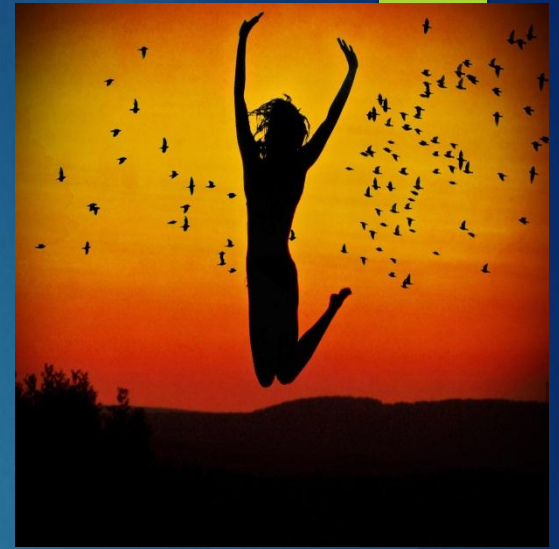
## Strong, Connected, Thriving

- ▶ Stay active, exercise regularly: **Strong**
  - ▶ Avoid excess of lazy pleasures
- ▶ Stay close to family and friends: **Connected**
- ▶ Send positive signals to your core: **Grow, heal, thrive!**

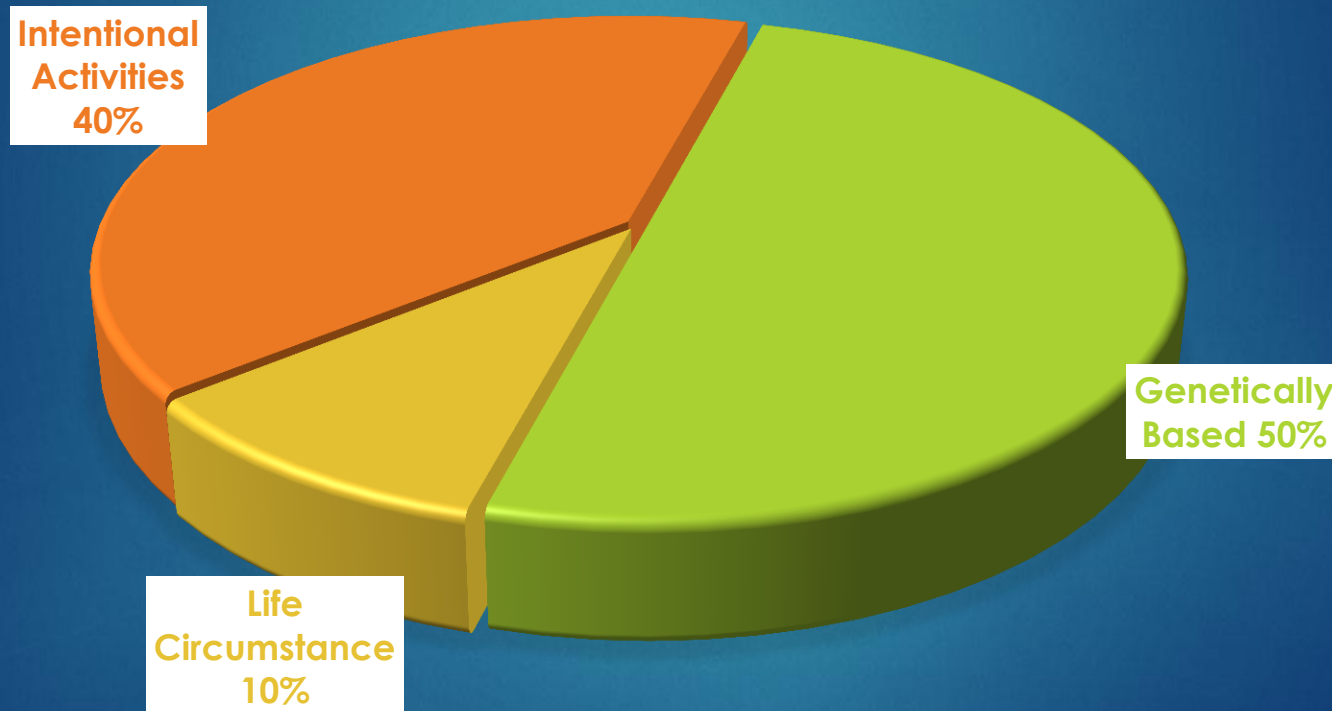


# Are You Happy?

- ▶ What is happiness?
  - ▶ Contentment?
  - ▶ Pleasure?
- ▶ Connection between mind & happy?
- ▶ How can I better manage my mind?
  - ▶ Self-control and fortitude
  - ▶ Managing negative energy: “Reactions”
  - ▶ Harmony and control
  - ▶ Mindfulness and Meditation



# Happiness Pie



# Wellness: New Frontiers

- ▶ Mindfulness
  - ▶ Self regulation tool
  - ▶ Conscious, minute to minute awareness
  - ▶ Meditation
  - ▶ Self awareness





# Stoicism

Happiness in all  
circumstances

- ▶ Seneca
- ▶ Buddha



# Pain is Inevitable.....



# Suffering is Optional

- ▶ People respond to grief and pain differently.
- ▶ Why?
- ▶ The mind decides!





# My Formula for Happiness

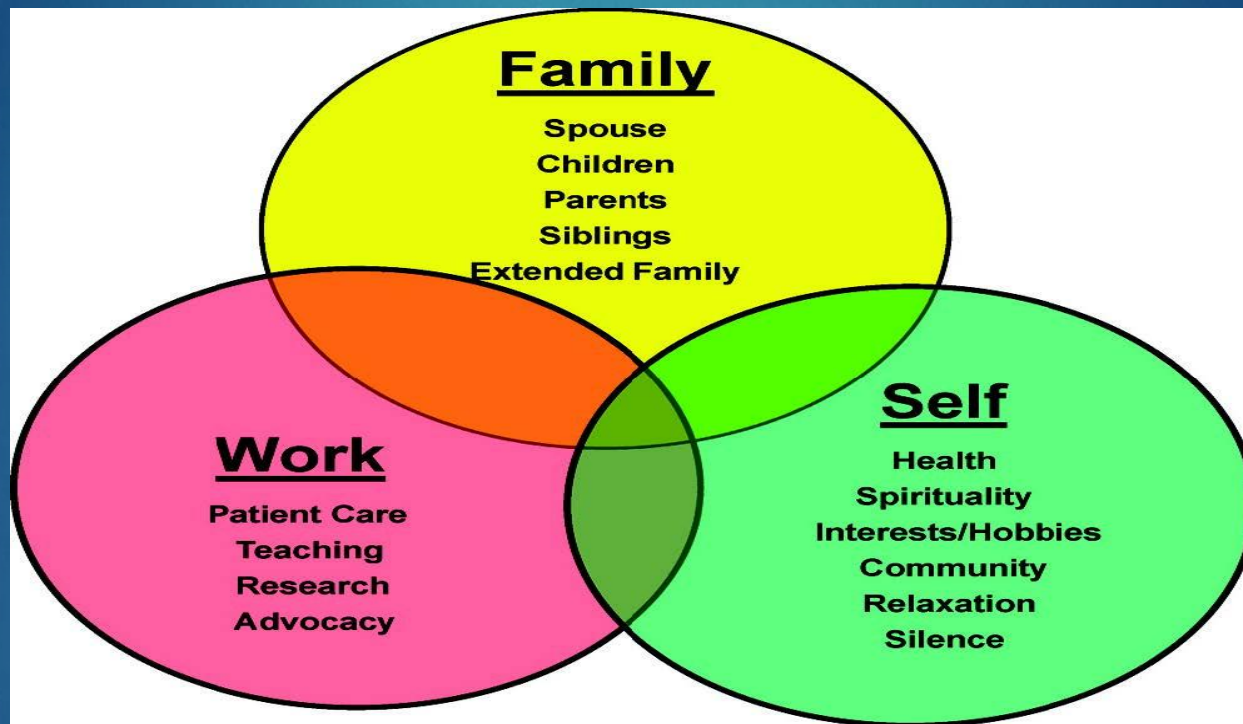
- a. Individual journey
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  - ▶ Passion & Effort
- b. Focus on self improvement
- c. Balance, personal choices, ambition
- d. Empathy, kindness and giving



# Balance: The Art of Juggling



# Balance: The Three Marriages





# Balance: Good vs Better



# Balance! Manage Your Ambition

Now and then it's  
good to pause in  
our pursuit of  
happiness and  
just be happy.





# Money Can't Prevent Burnout, Can't Buy Happiness





# My Formula for Happiness

- a. Individual journey
  - ▶ Not worth doing, not worth doing really well.
  - ▶ Passion & Effort
- b. Focus on self improvement
- c. Balance, personal choices, ambition
- d. Empathy, kindness and giving



# Humility, Compassion and Empathy



**People who give are always happy, those who take, are seldom satisfied.**



- ▶ Are we kind to each other?
- ▶ Promote fair and just culture?
- ▶ Practice random acts of kindness?





# The Case for Quitting Your Job

Even if You Love It, Walking Away Might Leave You Healthier and Happier



Wall Street J: Oct. 13, 2014

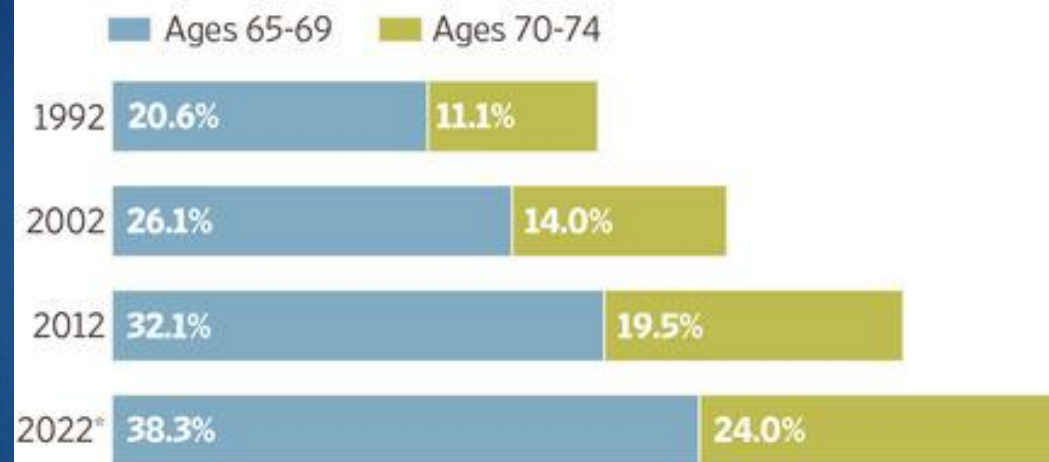


# The Case for Quitting Your Job

Even if You Love It, Walking Away Might Leave You Healthier and Happier

## Reluctant to Retire

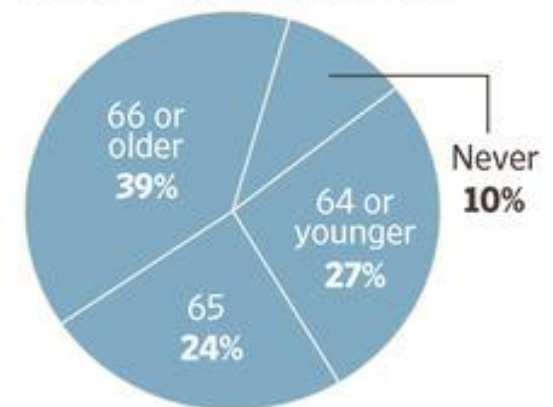
Older faces are becoming more common in workplaces, as seen in labor-force participation rates.



\*Projected.

Sources: Bureau of Labor Statistics (labor-force participation); Gallup Inc. December 2013 telephone survey of 1,929 adults born from 1946 to 1964; margin of error: +/- 4 percentage points

And almost half of baby boomers expect to work to age 66 or beyond. When asked at what age they expect to retire, surveyed boomers said:



The Wall Street Journal



Wall Street J: Oct. 13, 2014

# When Do We Quit?

## A Case for Programmed Retirement

- ▶ Why do we hold on to our jobs?
- ▶ Millions in their 60s don't quit
- ▶ Healthcare system makes it harder
  - ▶ Few programs for slowing down
  - ▶ Call burden



Wall Street J: Oct. 13, 2014

# Goal for Today: Create Awareness!

- ▶ Burnout among physicians & other healthcare personnel is common
- ▶ Strategies for prevention are available & underutilized
- ▶ We need to focus on Wellness, Career choices, Work-Life balance
- ▶ Learn from each-other, My personal journey





# Thank you for being a part of my journey!



"Trading Places", Emory Health Summer 2012



Edited Happy - Pharrell Williams.m4a